



MATANEL FOUNDATION

ACTIVITY REPORT

Program: The "Aleka" Project – Matanel Fellows

Year: 2021-2022 (תשפ"ב)

Author: Assaf Ivri

Author's Role: Director of Scholarships and Special Programs

Mail: assafi@nacoej.org.il

Phones: 058-459-1111

Website / Facebook address of the organization: <http://nacoej.org.il/>

Number of active participants in the program: 20

Estimated number of impacted participants: 20 direct impact and Hundreds are indirectly affected.

The "Aleka" Project – Matanel Fellows Summary Report

2022 was the second year of the program, and we are happy to announce that it has been a success. All 20 teachers finished the program highly motivated to continue working in the field of education, and driven to advance into key positions in the education system.

This year we held 5 group meetings which included, among other things, tours of Jerusalem as well as an event at "Neot-Kedumim", which dealt with issues of leadership. We also held a two-day seminar at Ramat Rachel together with other leadership groups from around the country. This gave the group a unique perspective regarding their place in society as a group of leaders and also contributed to the creation of a professional social network. In addition, the teachers went through a unique personal mentorship pro of 10 sessions each. The mentors themselves are expert educators. They received group training so that we could create a uniform language and clarify the contents and goals of the program. In addition to the mentorships, the program participants took part in an autobiographical writing workshop aimed at producing and recording their personal life stories as a step towards strengthening their personal and professional identity as future Ethiopian teachers and administrators in the Israeli education system.



Program achievements on the group and individual level

On the individual level:

1. For the first time, three teachers applied to the "Avnei-Rosha" program - a program that trains school principals .
2. Following the program, one of the teachers received the role of district English instructor.
3. Another teacher applied for an educational initiative within the "[Aharai](#)" association and, out of all the candidates, was awarded a scholarship to develop the initiative..
4. Thanks to the program, an educational consultant has received a full-time position..
5. A teacher applied for the senior position of Deputy Director of the Year.

On the program level:

- A total of 20 educators participated in the program.
- Ten personal mentoring sessions for each teacher with senior mentors in the education system.
- 5 group meetings, including a special training day held in Neot Kedumim on the subject of leadership
- Graduation and certificate distribution with the Director General of the Ministry of Education Mrs. Dalit Stauber



- All partners and participants have expressed great interest in continuing.
- All teachers have expressed their desire to reach key positions.
- The partners and participants have decided to participate in the improvement and refinement of the program and its continuation it in coming years.



Conclusions from the pilot program and preparations for the second round

Last year we sent questionnaires to the program participants. 90% of them expressed an interest in continuing in the program, and 7 new participants were added.

In addition, the teachers attend the meetings at a very high rate and their participation is very high. Summary meetings for the program managers, mentors, and participants were held. During the meetings the participants drew conclusions regarding the second round of the program, as follows:

1. Creating a network of graduates of the The "Aleka" Project - Matanel Fellows - a pool of teachers who will form a support network for teachers in general and participants in the program in particular.

2. Regarding The "Aleka" Project - Matanel Fellows 2023:

The target audience – the program should focus on teachers who have a high probability of transitioning into management positions within 3-5 years.

- The screening process for the program will be done by a professional external body.
- Marketing for the program will be done via teachers groups and with the help of program graduates.
- We are targeting 20 new teachers for the program.
- 5 permanent mentors must be found to accompany the teachers throughout the year.
- The program will be recognized as 60 hours of training.

